

PART II	DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT	5.510
	STATE OF HAWAII	5.514
.		5.518
		5.522
	Minimum Qualification Specifications for the Classes:	5.524

MICROBIOLOGIST II, III, IV, V AND VI

Education Requirement:

Applicants for all levels must have graduated from an accredited college or university with a major in microbiology, bacteriology, biology or chemistry with at least 30 semester hours in biological science and 20 semester hours in the physical and mathematical sciences. This course work must have included at least 20 semester hours in microbiology such subjects as: (a) bacteriology, immunology, serology, algology, mycology, parasitology, protozoology, rickettsiology, tissue culture, and virology; (b) food, dairy, soil, industrial, public health, agriculture and applied bacteriology or microbiology; (c) genetics, physiology, metabolism, taxonomy, epidemiology, animal or plant physiology or pathology and similar courses, provided these courses were oriented toward the study of microorganisms. Applicants must also possess course work in qualitative and organic chemistry or biochemistry, physics and college algebra.

Experience Requirements:

Applicants must have progressively responsible work experience of the types and quantities described in the table below:

Class Title	Spclzd Exp (Yrs)	Supervisory Exp (Yrs)	Admin Aptitude (Yrs)	Total Exp (Yrs)
Microbiologist II	0	0	0	0
Microbiologist III	1	0	0	1
Microbiologist IV	2	*	0	2
Microbiologist V	3	*	0	3
Microbiologist VI	3	1	**	4

Specialized Experience: Professional experience in the detection, isolation, identification, cultivation, use and/or control of microorganism. Such experience may have been gained in such scientific disciplines as bacteriology, immunology,

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serology, mycology, parasitology, protozoology, virology or similar areas of science.

For levels III and IV, at least one (1) year of experience must have been comparable to the next lower level in this series. For levels V and VI, one (1) year of experience must have been comparable to the next lower level in this series or two (2) years of experience at two levels below the level at which the applicant seeks appointment.

Supervisory Experience: Supervisory experience in the field of microbiology which included: (1) planning and directing the work of others; (2) assigning and reviewing their work; (3) advising them on difficult problem areas; (4) timing and scheduling their work; and (5) training and developing new employees.

*In supervisory positions at levels IV and V, supervisory aptitude rather than supervisory experience may be accepted. Supervisory aptitude is the demonstration of aptitude or potential for the performance of supervisory duties through successful completion of regular or special assignments which involve some supervisory responsibilities or aspects; by serving as a project leader, or in similar work in which opportunities for demonstrating supervisory capabilities exists; by completion of training courses in supervision accompanied by application of supervisory skills in work assignments; or by favorable appraisals by a supervisor indicating the possession of supervisory potential.

Administrative Aptitude: ** For level VI, applicants must show evidence of administrative aptitude. Administrative aptitude may be demonstrated in experience which shows strong affirmative evidence of the necessary administrative abilities. Such evidence may be in the form of success in regular or special assignments or projects which involved administrative problems, e.g., in planning, organizing, promoting, and directing programs providing staff advice and assistance; interest in management demonstrated by awareness of managerial problems and the ability to solve them; completion of educational or training courses in the areas of management accompanied by the application of the principles, which were learned, to work assignments; management's observation and favorable evaluation of the applicant's leadership and managerial capabilities; success in trial assignments to managerial and/or administrative tasks.

Substitutions Allowed:

Substitution of Education for Experience:

- A. Possession of a master's degree in microbiology, bacteriology or a closely related science that is directly oriented toward the study of microorganism from an accredited college may be substituted for one (1) year of the Specialized Experience required.
- B. Possession of a doctor of philosophy degree in the majors specified in "A" above may be substituted for two (2) years of the Specialized Experience required.

Quality of Experience:

Possession of the required number of years of experience will not in itself be accepted as proof of qualification for a position. The applicant's overall experience must have been of such scope and level of responsibility as to conclusively demonstrate that he/she has the ability to perform the duties of the position for which he/she is being considered.

Selective Certification:

Specialized knowledges, skills and abilities may be required to perform the duties of some positions. In such positions, certification may be restricted to eligibles who possess the pertinent experience and/or training required to perform the duties of the position.

Agencies requesting selective certification must show the connection between the kind of training and/or experience on which they wish to base selective certification and the duties of the position to be filled.

Tests:

Applicants may be required to qualify on an appropriate examination.

Physical and Medical Requirements:

Applicants must be physically able to perform, efficiently and effectively, the essential duties of the position which typically require the ability to read without strain printed material the size of typewritten characters, glasses permitted, and the ability to hear the conversational voice, with or without a hearing aid, or the ability to compensate satisfactorily. Disabilities in these or other areas will not automatically result in disqualification. Those applicants who demonstrate that they are capable of performing the essential functions of the position will not be disqualified under this section.

Any condition which would cause applicants to be a hazard to themselves or others is cause for disqualification.

Any disqualification under this section will be made only after a review of all pertinent information including the results of the medical examination, and requires the approval of the Director.

Mental/Emotional Requirements:

All applicants must possess emotional and mental stability appropriate to the job duties and responsibilities and working conditions.

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This is an amendment to the minimum qualification
specification for the classes MICROBIOLOGIST II, III, IV, V AND
VI, approved on September 28, 1982.

DATE APPROVED: _____
JAMES H. TAKUSHI
Director of Human Resources Development